



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: Water Resource Program Manager/Aquatic Biologist
SUPERVISOR: Environmental Program Manager
LOCATION: Tribal Natural Resource Department
POST DATE: June 11, 2026
CLOSING DATE: June 25, 2026

General Description: The primary responsibility of this position is to manage the Lac du Flambeau Tribal Natural Resource Department Water Resource Program. The Water Resource Program is charged with protecting and restoring water resources for the benefit of the Lac du Flambeau Tribe, by providing water resource management, monitoring, planning, policy, regulation, and science services to the Tribe.

Qualifications: Bachelor's degree in hydrology, biology, water resources, environmental science, natural resource management, or a closely related field is required. One year progressively responsible professional work experience in water resources, hydrology, biology, environmental science, or a closely related, two years project management experience, supervisory experience, and budget management experience is required. Experience in grant management, Tradition Ecological Knowledge, and subsistence practices is preferred.

Salary: \$27.00-\$32.00/ depending on experience.

How to Apply: Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website www.ldftribe.com or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department
P.O. Box 67
Lac du Flambeau, WI 54538
715-588-3303
Email: hr@ldftribe.com

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

**Lac du Flambeau Band of Lake Superior Chippewa Indians
Exempt Position Description**

A. TITLE OF POSITION: Water Resource Program Manager/Aquatic Biologist

B. DEPARTMENT: Tribal Natural Resource Department

C. SUPERVISOR'S TITLE: Environmental Program Manager

D. DESCRIPTION OF DUTIES: The primary responsibility of the Water Resource Program Manager/Aquatic Biologist is to provide water resources management, monitoring, planning, policy, regulation, and science services to the Tribe. The Water Resource Program Manager/Aquatic Biologist will be responsible overseeing monitoring, regulatory, and project-based programs and staff. Specific responsibilities include but are not limited to the following:

1. Apply for, manage, and/or oversee water resource related grants and projects from various agencies including EPA, USGS, NRCS, FWS, Tribal General Fund and BIA.
2. Administer the EPA Gulf Hypoxia Cooperative Agreement Grant
3. Serve on the Water Resource Science point of contact and advisor to the Tribe including participation with relevant committees, groups, and organizations.
4. Oversee Water Resource Monitoring Program and staff ensuring compliance with EPA 106 program and submittal of annual Tribal Water Quality Assessment Report.
5. Oversee Water Resource Regulatory Program and staff including Clean Water Act 401 Certification process in accordance with Tribes Approved Water Quality Standards, Tribal, and Federal law.
6. Increase capacity of the Water Resource Program by coordinating review, updates, and/or development of program plans and program operation processes and documents
7. Increase programmatic capacity for programmatic and project-based work
8. Integrate nutrient reduction strategies into the review and evaluation of water resource permitting
9. Develop nutrient reduction strategies and integrate nutrient reduction strategies into water resource program plans and operation
10. Develop and oversee nutrient reduction projects
11. Manage Triannual Review Process for Water Quality Standards
12. Coordinate and identify any necessary training for staff to attend, including but not limited to the following topics:
 - o CWA 319, CWA 106, Wetland Program Development, and others that would be beneficial in order to implement the Gulf Hypoxia work plan
13. Develop and implement tribal youth participation opportunities in water resource programmatic activities
14. Coordinate with other Tribal Programs on Water Resource Related Matters
15. Manage Water Resource review of infrastructure projects including Tribal Review, NEPA review, Land Use Permitting Review, and Permitting Review

16. Participate in Tribal workgroups, planning groups, and other collaborative initiatives across tribal program including climate adaptation work – Gaagige Bimaadiziwin Gaawiin geyaabi naniizanasinooon, and land use planning.
17. Attend necessary technical training sponsored by US EPA, BIA, US ACE, NRCS, etc.
18. Other duties as assigned.

E. POSITION RELATIONSHIPS:

- 1. Internal:** Frequent contact with other program staff in the Natural Resource Department including Historic Preservation, Roads, Water and Sewer, Land, Fish and Wildlife, and Environmental. The Water Resource Program also has frequent contact with Planning, Accounting, GIS, MIS, and the Campground. Frequent contact with other program staff in the Natural Resource Department and the Tribe including Fish Hatchery, Land Management, Historic Preservation, Roads, Water and Sewer, GLRI, Wildlife, Environmental, Planning, Accounting, Mapping, and IT
- 2. External:** Frequent contact with BIA, Environmental Protection Agency (EPA), Natural Resource Conservation Service (NRCS), US Geological Service (USGS), US Army Corps of Engineers (US ACE), WI Department of Natural Resources (WI DNR), and Fish and Wildlife Service pertaining to grant administration and regulations. The Water Resource Program also has frequent contact with tribal members, general public, LDF Town, Vilas/Iron/Oneida County, GLIFWC, UW Extension, and environmental non-profits. Frequent contact with Environmental Protection Agency (EPA), Bureau of Indian Affairs (BIA) Natural Resource Conservation Service (NRCS), US Geological Service (USGS), US Army Corps of Engineers (US ACE), WI Department of Natural Resources (WI DNR), and US Fish and Wildlife Service. The Water Resource Program also has frequent contact with tribal members, general public, LDF Town, Vilas/Iron/Oneida County, GLIFWC, UW Extension, and environmental non-profits

F. SUPERVISORY RESPONSIBILITIES: Environmental Program Manager. The Water Resource Program Manager supervises the Water Resource Specialist, Water Regulatory and Restoration Specialist, Water Resource Technicians, and summer interns

G. SUPERVISION RECEIVED: Water Resource Specialist, Water Resource Technician, Hydrologist, and summer interns. The Water Resource Program Manager will report directly to the Environmental Program Manager or Director of Natural Resources in the absence of the Environmental Program Manager

H. EDUCATION: A.A. required, with three years' experience. B.S. required, M.S Preferred in Water Resources, Ecology, Data Management or other natural resource related field. Bachelor degree in hydrology, biology, water resources, environmental science, or a closely related field is required. Traditional Ecological Knowledge experience and subsistence practices is preferred.

I. EXPERIENCE: Three years progressively responsible professional work experience in aquatic ecology or natural resources which involved the database management, aquatic sampling, and protection of aquatic resources, and/or scientific research dealing with aquatic resources and environment. One year progressively responsible professional work

experience in water resources, hydrology, biology, environmental science, or a closely related, two years project management experience, supervisory experience, and budget management experience is required. Experience in grant management, Tradition Ecological Knowledge, and subsistence practices is preferred

J. SKILLS:

1. Knowledge of the principals of hydrology, water resources, aquatic biology.
2. Ability to review and digest scientific literature and utilize findings in applied settings.
3. Ability to present water resource findings to leadership, government, other departments, legal, public, and peers
4. Understanding of Water Regulatory laws and permitting requirements
5. Project Management
6. Ability to lead a team and meet deadlines
7. Ability for collaborative work
8. The ability to write scientific reports for different audiences (leadership, legal, public outreach, and funding agencies) a
9. Ability to effectively communicate with Tribal Council, other governmental agencies, and the general public. This includes the ability to speak in front of large groups.
10. Ability to manage program administration, budgets, grants, and staff.

K. WORKING ENVIRONMENT:

1. **Work Conditions:** Office and field conditions; which may be on a boat, or wading or walking in wetlands, lakes, rivers, storm drains, brushing land, and steep slopes, and will include heat, extreme cold, rain and snow. Office and field conditions; which may be on a boat, near wetlands, lakes, rivers, construction projects, and include heat, cold, rain and snow.
2. **Exposure to Hazards:** Occasional work outdoors in all climate conditions
3. **Physical Requirements:** Moderate periods of standing and sitting; in the field, considerable walking, lifting, bending, climbing, and stream wading is necessary to collect field data.

L. BEHAVIOR: The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Water Resource Program Manager/Aquatic Biologist to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that will tarnish the name or reputation of the Lac du Flambeau Tribe will not be tolerated and is subject to disciplinary action.

M. OTHER: Demonstrate a strong commitment to cultural beliefs and values of the Lac du Flambeau Band of Lake Superior Chippewa Indians and the governing Tribal Council. Practices cultural sensitivity at all times, recognizing the respective diverse work styles within the organization and the Lac du Flambeau community. Must submit to a drug test prior to commencing employment and random testing thereafter. Criminal background check required applicable to the job description. As an employee of the Tribe, he/she will be subject

to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians.

N. SIGNATURES:

Employee **Date**

Previously signed

Tribal Administrator **Date**

Manager **Date**

Previously signed

Human Resource Director **Date**